

DATE: 10/3/89

FULL NAME JAMES B. FOSTER

S.S. NO. _____

(No initials if you can possibly get full name)

ADDRESS _____

CITY WYNNE

STATE AR.

ZIP CODE 72396

DATE OF BIRTH _____ (This is important and should be exact)

APPROXIMATE AGE 53 (To be used ONLY when date of birth is not known)

RELIGION METHODIST NATIONALITY (Citizen of) U.S.

OCCUPATION Teacher

EDUCATION College

WEIGHT 170 HEIGHT 5'10" RACE WHITE

COLOR OF HAIR Brown COLOR OF EYES _____

ANY DISTINGUISHING PHYSICAL CHARACTERISTICS None

HOBBIES OR SPECIAL INTERESTS Camping

MARRIED ☒ SINGLE ☐ NAME OF SPOUSE _____

CHILDREN 4 children 3 girls and 1 boy
(Name, number, ages, if possible)

SCOUTING CONNECTIONS:

UNIT #	CITY	STATE	POSITION	DATE REGISTERED	DATE RESIGNED
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Chartered Organization _____

SPECIAL RECOGNITION All Training Awards, Wood Badge Award of Merit

INCIDENT: TYPE 2 DATE OF INCIDENT MAY 88 RESOLUTION 5
Type Resolution

- 1=Scout Related
- 2=Non-scout related
- 3=homosexual (not specifically with youth)

- 1. Internal (only Scouts Know)
- 2. Criminal action
- 3. Court action
- 4. Probationary status
- 5. Reported to state agency

Silver Beaver

Check off list of attached documentation

- 1. Description of incident **NOTED**
- 2. Victim(s) statement
- 3. media reports **OCT 18 1989**
- 4. Legal proceedings
- 5. Offender's statement **JOSEPH L. ANGLIM**
- 6. Official notification of termination
- 7. Found guilty/innocent by court

Council Andrew Jackson Signed _____

Randy R. Bawn 10/9/89
SCOUT EXECUTIVE

CONFIDENTIAL
L. Starn



Paul Ernst
FYI

BOY SCOUTS OF AMERICA

SOUTHEAST REGION
50 Chastain Center Boulevard
P.O. Box 440728
Kennesaw, Georgia 30144
404-421-1601

November 24, 1989

Mr. James B. Foster

Wynne, AR 72396

Dear Mr. Foster:

We wish to acknowledge receipt of your letter postmarked on November 20, 1989, and received in the Southeast Region office of the Boy Scouts of America on November 22, 1989.

We ask that you please understand that the Boy Scouts of America has very specific requirements regarding the review process of a membership denial and that these requirements must be followed:

In summary, you will need to submit to me in writing at the following address:

John M. Belk, Regional President
Boy Scouts of America, Southeast Region
Kennesaw, GA 30144

1. Your written request for a regional review.
2. You must send in your written version of the facts supporting your claim that your registration as a member of the Boy Scouts of America should be reinstated.

If you have any questions, please advise.

Sincerely,

John M. Belk
Regional President

CONF016859

RECEIVED

MAY 22 1989

SOUTHEAST REGION
BOY SCOUTS OF AMERICA

[REDACTED]
Wynne, AR 72396

Mr. John Belk
President
Southwest Region
[REDACTED]

Kennesaw, GA 30144

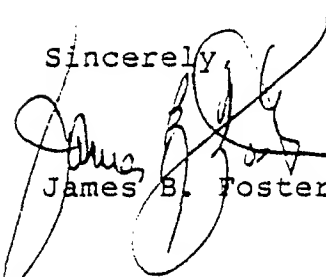
Dear Mr. Belk,

You should have received a letter regarding my registration suspension, a letter from me to Mr. Paul Ernst, and a letter from Mr. Ernst to me. I am enclosing copies of all of them in case you have not received them.

I do not have anything to add to the letter I sent to Mr. Ernst. I was under the impression that my council initiated the charge, but apparently that is not the case. I cannot believe that Philmont initiated the charge because they had no information about the charges until I told them about them. I would still like for you to contact the people in Natchez regarding the charges, the investigation, and my reputation. You will never get a clear picture of what has transpired in Natchez until you do that. Mr. Floyd McCalip would be a good one to start with because he is on the National Council in some capacity and has known me for the past twenty years. He would be able to help you and help direct you if you need any help or direction.

I would appreciate your keeping me posted as to what is going on regarding my request.

Sincerely,


James B. Foster

cc: Mr. Floyd McCalip
P. O. Box 175
Natchez, MS 39121

CONF016860

READY FOR FILE

OCT 19 1989

A. GRAVES

October 19, 1989

Mr. Larry L. Bain
Scout Executive
Andrew Jackson Council, No. 303

PERSONAL AND CONFIDENTIAL

SUBJECT: JAMES B. FOSTER

Dear Larry:

Thank you for the detailed information sent concerning the above Scouter. This case has been reviewed with our attorney and is now on our permanent Confidential File.

Sincerely,

Paul Ernst, Director
Registration Service

ag

cc: Southeast Region

CONF016861

September 20, 1989

READY FOR FILE

SEP 20 1989

Mr. James H. Foster

Wynne, AR 72396

JULIE EATON

Dear Mr. Foster:

We previously communicated with you and indicated that after your suspension by the National council that you should address any requests for review to the Southeast Region. You may write to Mr. John Belk, President of the Southeast Region at the regional address which is listed below.

It is not unusual to have a regional review if we have initiated something from the national office. If you feel you so desire, you may take action through this means.

Sincerely,

Paul Ernst, Director
Registration Service

jf

cc: Southeast Region
Kennesaw, GA 30144

CONF016862



BOY SCOUTS OF AMERICA

National Office
1325 Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015-2079



BOY SCOUTS OF AMERICA

National Office
1325 Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015-2079

9-6-89

DAVID PARK
S400

your copy
what do I do
now?
Paul

David K. Park
214-580-2005
S400

GET COMPLETE
FILE -
DISCARD

REC'D 9-19-89

Paul Ernst
214-580-2510
S108

READY FOR FILE

SEP 07 1989

A. GRAVES

September 6, 1989

Mr. Larry L. Bain
Scout Executive
Andrew Jackson Council, No. 303

PERSONAL AND CONFIDENTIAL

SUBJECT: James B. Foster

Dear Larry:

I previously sent you a Confidential Record Sheet for the above named individual. We really need this so we can identify Mr. Foster. I am sending another form so that you can complete this. This will aid in the identification process should he attempt registration in some other location.

We would also like a narrative statement of the material which you received in the local council. Please give us as much information as you can in writing, so that we will have this to strengthen our file.

Thanks for your help in completing this matter.

Sincerely,

Paul Ernst, Director
Registration Service

ag

Enclosure

cc: Southeast Region
J. Don Roberts, Southeast Region

*Co did not renew.
Went ahead and
deleted reg. record
9/7/89
cm*

CONF016864

Mr. Ernst,

I do not have an address on Mr. Parks and the Southeast Region.
I do know they are in the same building (or building complex)
you are in, so could you please see that they get copies of this
letter for me.

Thank you,

Jim Foster

*COPIES SENT
9-6-69*

[REDACTED]
Wynne, AR 72396

Mr. Paul Ernst, Director
Registration Service
1325 Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015-2079

Dear Mr. Ernst,

It is my understanding that the first step taken in suspending registration of an adult in the Boy Scouts is on the local council level. The "BSA Staff Orientation" on how to deal with child sexual abuse awareness indicates that the local council president will make the first review and write the first letter and indicates that there would be a council review committee.

If this is true, please advise me why this first step was not offered to me.

Despite this failure of "first appeal", I would like to submit the following statement. I will send a copy to our council president in case he "needs to know".

Your letter says to explain my version of the facts supporting my claim... I really do not know what Mr. Bain has been told, so it is extremely hard to explain my version.

I was investigated by the district welfare department for alleged physical abuse and sexual abuse. The investigation lasted for approximately two weeks. The results were sent to my school and read over the phone to me and to Judge John Hudson (Youth Court Judge, Adams County, Mississippi). Mr. Walter Weathers read the statement to me and to Judge Hudson.

The findings of the investigation were as follows: "The investigation did not reveal physical evidence of sexual abuse." It did reveal a pattern of touch and behavior directed toward male students by a male teacher which is considered to be inappropriate.

This was apparently the same statement which Mr. Weathers read to Mr. Bain over the phone. This is also the only "things" of which I have been accused.

When Mr. Weathers read the findings of the investigation to me, I asked him if there were any restrictions on me as to what I could do. He said there were none at all.

I also had an hour conversation in the chambers of Judge Hudson. I told him that I intended to go to Philmont Scout Ranch for the summer. I asked him if he knew any reason

CONF016866

why I should not go. He said he knew of no reason at all. Judge Hudson is a former Chairman of the District Committee, so he knows about Philmont.

The only two people who had access to all of the investigation reports - Mr. Weathers and Judge Hudson both said that I had no restrictions.

On my first day of work at Philmont I asked Dave Bates to set up a meeting with me and him and Chuck Buenger. Dave Bates is Director of Program at Philmont and was my immediate supervisor and Chuck Buenger is General Manager of Philmont. In the meeting I told them about the investigation and the resulting outcome and then gave them the telephone number of Judge Hudson so they could call him.

They apparently talked to him and to Larry Bain. They informed me that Mr. Bain was going to ask the Boy Scouts to revoke my registration. I was given the option by Mr. Bates and Mr. Buenger to leave immediately or wait until the home office sent word that my membership had in fact been revoked. I told them that I would stay until it was revoked because I knew the investigation had cleared me of the charges and that I had been told by Mr. Weathers and Judge Hudson that there were no restrictions.

I asked Bates and Buenger how long it would be before the home office let us know, and I was told that it would be taken care of by Tuesday - two or three days. I talked to my wife and we decided that since it was going to be only two days that we would just go ahead and leave before the emotions got out of hand. I did not receive the letter regarding the suspension until July 10. It was written almost one month after the conversation with Mr. Bates and Mr. Buenger - not two days!

I have taught at Trinity Episcopal Day School for 21 years. I have taught many of these children's parent and many of their older brothers and sisters. The school is a small school and a family oriented school. I have never once thought that I should not touch these children. The touching happens! The children are touched by every teacher in the school. I would be the "odd ball" if I had not touched them.

I realize that "times are changing", but I did not realize it had changed to the point it apparently has. I am aware that parents tell their children, "If something is uncomfortable, let us (parents) know." I certainly feel that is good policy, and I have told my own children the same thing. However, there must be an area left for caring people to show that they do care, and touching is an excellent way to indicate that you do care.

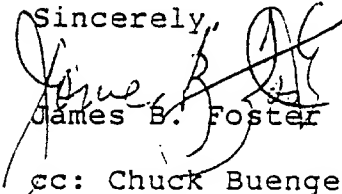
The touching I have done is called inappropriate. I would like to know who said it was inappropriate and I would like to know who decides what is inappropriate and what is appropriate.

I did the touching, and it was in no way inappropriate. Someone deems it inappropriate and it then becomes inappropriate. Who has the right to make those decisions.

One reason I would like for the first step to be taken - council review - is that they would have better access to the people who could give a truer picture of my character and morals. The review committee on the local council level could get a truer picture of our school and the situation in Natchez.

I believe my character and morals are as high and good today as they have been the past thirty years I have been in Scouting. The council review committee will find that to be true after an initial inquiry.

Sincerely,


James B. Foster

cc: Chuck Buenger, Philmont Scout Ranch
Larry Bain, Scout Executive, Council No. 303
David Park, S400
Southeast Region
Mr. John M. Belk, Regional President
Mr. Floyd L. McCalip

READY FOR FILE

JUL 03 1989

JULIE EATON

July 3, 1989

Mr. Larry L. Bain
Scout Executive
Andrew Jackson Council, No. 303

PERSONAL AND CONFIDENTIAL

SUBJECT: JAMES B. FOSTER

Dear Larry:

After reviewing the situation regarding the above named individual with our corporate attorney, it has been decided to suspend Mr. Foster from this office. We are writing a letter suspending him. You will receive a copy of that letter.

I am enclosing a Confidential Record Sheet which I would like to have completed with as much information as is available, so we can identify Mr. Foster. We would also like a paper with his signature as this aids in the identification process.

Please send us any statements or material which you received related to this whole situation. This can be a narrative statement which you write or statements from other individuals which would help to substantiate the charges which were placed.

We are indicating in the letter that Mr. Foster should appeal to the region for review if he desires one.

Thanks for your help in completing this matter.

Sincerely,

Paul Ernst, Director
Registration Service

je

Enclosure

cc: Southeast Region

CONF016869

READY FOR FILE

JUL 03 1989

JULIE EATON

July 3, 1989

James B. Foster

[REDACTED]
Natchez, MS 39120

Dear Mr. Foster:

After careful review, it has been decided that your registration with the Boy Scouts of America should be suspended. We are, therefore, compelled to request that you sever any relations you have with the Boy Scouts of America.

You should understand that registration with the Boy Scouts of America is a privilege and is not automatically granted to everyone who applies. We reserve the right to suspend registration whenever there is a concern that any individual may not measure up to the high standards of leadership that the Boy Scouts of America seeks to provide for American youth.

If you wish to have this decision reviewed, please write to the president of the Southeast region, address listed below, within 60 days of the day of this letter. Explain your version of the facts supporting your claim that your registration as a Boy Scouts of America member should be reinstated. The procedures for review are attached.

Sincerely,

Paul Ernst, Director
Registration Service

je

Attachment

cc: Chuck Brenger, Philmont Scout Ranch
Larry Jain, Scout Executive-Council No. 103
David Para, 3400
Southeast Region

John M. Belk
Regional President
Belk Stores Services Inc.

[REDACTED]
Charlotte, NC 28217-4500

CONF016870

CALL BACK REQUESTED

COUNCIL # 303

PHONE NO:

On-Line

Batch

CALLER: JACK BUENGER

POSITION:

TYPE OF PROBLEM

REGISTRATION

VETERANS

DEBIT

CREDIT

PROGRAM CODE

& UNIT #

RENEWAL DATE

TRANSMITTAL #

ID #

FILM #

Jim Foster

Jack will ck with Council
JFK/501, MISSOURI
on more info

SOLUTION:

NAME

DATE

TIME

1/10/89-eko-567r

CONF016871

CALL BACK REQUESTED _____

COUNCIL #

PHONE NO:

On-Line _____

Batch _____

CALLER: HUEK BLINGER

POSITION: PHILMONT

TYPE OF PROBLEM

REGISTRATION _____

VETERANS _____

DEBIT _____

CREDIT _____

PROGRAM CODE

& UNIT #

RENEWAL DATE

TRANSMITTAL #

ID #

FILM #

James E.

JIM FOSTER

ON PHILMONT STAFF 20 YRS.

Co 303

ENCL. READ

REPORT - ON INAPPROPRIATE TOUCHING

IS TEACHER IN MISS. - TERMINATED

By School -

SOLUTION:

LEFT PHILMONT ON SUNDAY MORNING
WITH WIFE - TERMINATED

Co 303 - C3168 - ID# 002826

*Added to
CF file pending
further word
no reg.
deleted*

NAME

DATE

TIME

1/10/89-eko-567r

CONF016872

June 14, 1989

TO: Paul Ernst
C. Michael Hoover, Jr.

From: Chuck Buenger *mb* Personal and Confidential

Jim Foster has been a key member of our seasonal staff for about 20 years. He is a resident of Natchez, Miss. and has been a teacher in an Episcopal school for there for about the same length of time. He has been active in the local Scout program.

He and his family arrived here on June 2. On the morning of June 3, he told Dave Bates that he needed to discuss something with us. He told us that he had been accused of fondling a student on a class trip and of corporal punishment. He indicated that an investigation had been conducted and recently completed. He met with County Judge John N. Hudson and asked him if there were any restrictions on his employment in the future and the Judge told him there weren't any. He then asked if it was OK for him to serve on our staff and was informed that it was OK.

Prior to the completion of the investigation, the school terminated his employment.

He wanted us to call the Judge and we did. The Judge would not say that Jim had been cleared and recommended that we call the local council so they could relay what the report said.

We called Larry Bain, the Scout Executive of the Andrew Jackson Council in Jackson, Miss. Larry had received an oral report on June 1. He said that the report stated that there was not any sexual abuse but that there was "inappropriate touching". The council had also received a complaint about Jim from a Scouter. Larry had not received a written report. He had discussed the situation with his key leaders and his Area Director.

We met with Jim and relayed to him that, right or wrong, the situation didn't look too good. He, of course, feels like he has been falsely accused. I told him that based on the available facts that his registration would probably be revoked. He asked how he could clear himself and I explained the review process that would be outlined in the letter. Dave Bates then said that it looked Jim needed to make a decision on what would be best for him and his family. Jim wanted to discuss it with his wife.

After doing this, he informed Dave that they would be leaving on the morning of June 4. We gave him a check for a month's salary and they left. Their two older daughters will be serving on the staff this summer and their son will be in the trail crew program. We agreed that we would say that he left for personal reasons since his father-in-law was ill and he needed to look for employment.

He does not have an attorney but I believe he will retain one and pursue whatever means necessary to clear his name.

I called Larry Bain to up-date him. He and the Area Director had tried to reach Paul but apparently he was on vacation.

I made handwritten notes as we went through the process and will keep them in our files here.

MS04

MEMBERSHIP SUPPORT SYSTEM
MEMBER DETAIL INQUIRE

06/07/89
13:20:17

CNCL 303 PRG/UNIT C3168 SEQ. 002826
FIRST: JAMES B
ADDR1: XXXXXXXXXX MS
ADDR2: NATCHEZ
ADDR3: ZIP: 39120
ADDR4:
REG STATUS: R ENROLL: 0581 BIRTH: 1035 SEX: M AGENCY: M ADULT/YOUTH: A
POSITION: MC FINDERCODE: 51 PHONE: 0000000000 BULK: MAG-STATUS:
REN DAT: 0589
TRANSFER FROM = CNCL: PGM/UNIT: SEQ: TRANSFER DATE:

MAGAZINES

TYPE	CNCL	P/UNT	CODE	PRICE	SUB	STRT	---COPIES---	ISSUES TO GO	AREAR	LAST LABEL	EXP
B			N	03	0288	0288	0488	00	000	00	0227 0488

ENTER>CHG PF1>NEXT PF10>PRT PF11>PREV PF12>MENU CLR>END PF6>VAN OVERRIDE
NEXT CNCL: P/U: SEQ: LST: FOSTER FST: JAMES B